



# **Internal Auditor africaJUICE Tibila Share Company**

## **Job Description and Person Specification**

### **An introduction to africaJUICE Tibila Share Company**

africaJUICE Tibila Share Company (aJ TSC) is a company based in Ethiopia and was formed at the end of 2008 following the privatisation of the existing 1,600 hectare Tibila State Farm in the Upper Awash region of Ethiopia. africaJUICE is now working to transform this farm into a modern high technology tropical fruit plantation and has also invested in a new industrial scale fruit processing plant.

The current plantations deliver yellow passion fruit, citrus, papaya, mango and avocado, as well as tomatoes, maize and onions. The processing plant produces passion fruit not-from-concentrate and concentrate and mango puree and concentrate.

africaJUICE has secured a major new investment which will be used to consolidate the strength of the company, adding significantly to both production volumes and product diversity. Three new processed fruit products will be added through the expansion of the plantation and the addition of at least two additional processing lines.

africaJUICE strives to be the benchmark for how foreign direct investment is delivered in developing countries. We aim to demonstrate that not only can growth be generated with positive effects on the environment and for poverty eradication but that it is 'good business' and should be the model of choice. We operate under Fairtrade principles, focus on minimizing our carbon and water footprints and we aim for organic production wherever this is possible. We also actively work with local smallholder farmers and involve these in an inclusive manner in our value chain.

### **Position Overview**

The Internal Auditor is a senior role within the organization that will have a direct reporting relationship with the Board. The role is instrumental in ensuring that all operations in the organization are being undertaken appropriately, including complying with the appropriate management systems, and risks are being managed appropriately.

The position provides an exciting opportunity to take a senior role in a young and growing juice company in Ethiopia, which aims to grow to become a major exporter of juice products from Africa.

### **Workstation**

The position of Internal Auditor requires fulltime presence on the Tibila Farm. Employees of africaJUICE TSC are either offered accommodation on the farm or may use our daily service bus to Adama.

### **Accountability**

The Internal Auditor will be accountable directly to the aJ TSC Board but will report on a daily basis to the General Manager.

### **Duration**

3 year contract, following a probation period of 6 months.

## **Remuneration**

Competitive package.

## **Duties and Responsibilities**

The duties and responsibilities of this position are as follows:

- Establish a system of internal audit to ensure that all operations comply with the appropriate management systems with a focus on identified areas of high risk
- Report non-compliance and propose remedial measures as required
- Provide regular reports to the aJ TSC Board
- Provide training and awareness raising across the organisation with respect to management controls
- Ensure that the company complies with the requirements of the appropriate international standards for management systems (e.g. ISO 9001, ISO 14001, ISO 26000 and OHSAS 18001)
- Maintain and update the aJ TSC risk register
- Perform the role of secretary to the Board of Directors.

## **Qualifications**

BSc/MSc Degree in science, finance, accountancy or business or a related qualification.

## **Experience**

We are looking for a candidate with 10 years of relevant work experience.

## **Skills and Profile**

- Strong interpersonal / people management skills
- Excellent communications skills, internally and externally
- High energy person that is results orientated.
- Strong operational planning and execution skills.
- Flexible and proactive – able to be proactive and creative in delivering results when circumstances are changing
- Ability to prioritise and manage competing demands
- Excellent written and spoken English
- Competent IT skills
- Full commitment to the values and Business Principles of africaJUICE Tibila Share Company
- High integrity with impeccable references